

	% Positive		Difference (AFRH- G'wide)
	AFRH FY12	G'wide FY12	
In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	57%	29%	27%
My work unit is able to recruit people with the right skills.	66%	44%	22%
I have a high level of respect for my organization's senior leaders.	76%	54%	22%
In my work unit, differences in performance are recognized in a meaningful way.	55%	34%	21%
In my organization, leaders generate high levels of motivation and commitment in the workforce.	62%	43%	19%
How satisfied are you with the training you receive for your present job?	71%	54%	17%
How satisfied are you with the information you receive from management on what's going on in your organization?	66%	48%	17%
My talents are used well in the workplace.	76%	60%	16%
Creativity and innovation are rewarded.	54%	39%	16%
How satisfied are you with the policies and practices of your senior leaders?	58%	43%	15%
Employees have a feeling of personal empowerment with respect to work processes.	59%	45%	14%
My work gives me a feeling of personal accomplishment.	86%	72%	14%
My training needs are assessed.	66%	53%	13%
Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	70%	58%	12%
Pay raises depend on how well employees perform their jobs.	33%	22%	12%
Managers review and evaluate the organization's progress toward meeting its goals and objectives.	72%	62%	10%
The people I work with cooperate to get the job done.	82%	73%	9%
Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	76%	68%	8%
How satisfied are you with your involvement in decisions that affect your work?	60%	52%	8%
The work I do is important.	99%	91%	8%
I like the kind of work I do.	92%	84%	8%
My workload is reasonable.	67%	59%	8%
How satisfied are you with the recognition you receive for doing a good job?	55%	48%	7%
Managers communicate the goals and priorities of the organization.	69%	62%	7%
How satisfied are you with your opportunity to get a better job in your organization?	43%	36%	6%
I know how my work relates to the agency's goals and priorities.	90%	84%	6%
I have trust and confidence in my supervisor.	72%	66%	6%
Promotions in my work unit are based on merit.	39%	34%	6%
In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels.	73%	68%	5%
Discussions with my supervisor/team leader about my performance are worthwhile.	68%	62%	5%
Considering everything, how satisfied are you with your job?	72%	68%	4%
My organization has prepared employees for potential safety and security threats.	82%	78%	4%
Managers/supervisors/team leaders work well with employees of different backgrounds.	67%	63%	3%
The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	75%	72%	3%
I am given a real opportunity to improve my skills in my organization.	65%	63%	2%
Supervisors/team leaders in my work unit support employee development.	65%	65%	0%
Employees are protected from health and safety hazards on the job.	74%	77%	-3%
My supervisor supports my need to balance work and family issues.	72%	77%	-5%
My performance appraisal is a fair reflection of my performance.	60%	69%	-9%
Considering everything, how satisfied are you with your pay?	49%	59%	-9%